

## MEMORANDUM OF SETTLEMENT

BETWEEN:

ST. BONIFACE GENERAL HOSPITAL  
(the "Hospital")

- and -

ST. BONIFACE NURSES UNION LOCAL 5,  
of the MANITOBA NURSES' UNION  
(the "Union")

THE Hospital and the Union agree that the promotion of French language and culture at the St. Boniface General Hospital is important and the parties further agree to take reasonable steps to support French language and culture while respecting and supporting the rights of nurses. Accordingly, the parties agree as follows:

1. The Union agrees that the Hospital can, as an exercise of its management rights, include the qualification of bilingualism (ability to understand and speak English/French) as a job qualification for nursing positions in the future, and the Union will not grieve this qualification.
2. The Hospital agrees that nurses employed at the Hospital as of the date of this Agreement and continuously employed thereafter will be exempt from the application of the bilingualism qualification in selection processes under Article 30, in matters of deletion, layoff, bumping and recall under Article 27, and as set out in Memorandum 11 (Employment Security), of the Collective Agreement. This exemption will not apply to the pre-existing bilingual position in the Geriatric Day Hospital.
3. The Hospital will test all applicants claiming the bilingual qualification. Those with A- level language proficiency or higher will be considered to meet the qualification.

SA  
DTM

4. All of the nursing positions posted to date containing the bilingual qualification, including the four (4) positions awarded to date based on the bilingual qualification will not be reversed.

5. For all nurses currently employed at the Hospital, except for those nurses currently employed in the Woman and Child Program, or in the Woman and Child Float Pool, the exemption will not apply in the following circumstances:

In the LDRP unit until 7 bilingual EFT has been achieved

In the IFCC unit until 7 bilingual EFT has been achieved

In the L & D unit until 7 bilingual EFT has been achieved

6. This Agreement will become a Memorandum of Understanding, and, as such, part of the Collective Agreement.

DATED at Winnipeg, Manitoba, this 21<sup>st</sup> day of April, 2008.

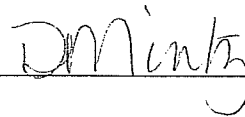
ST. BONIFACE GENERAL HOSPITAL

Per: \_\_\_\_\_



ST. BONIFACE NURSES UNION LOCAL 5  
OF THE MANITOBA NURSES' UNION

Per: \_\_\_\_\_



MANITOBA NURSES' UNION

Per: \_\_\_\_\_

